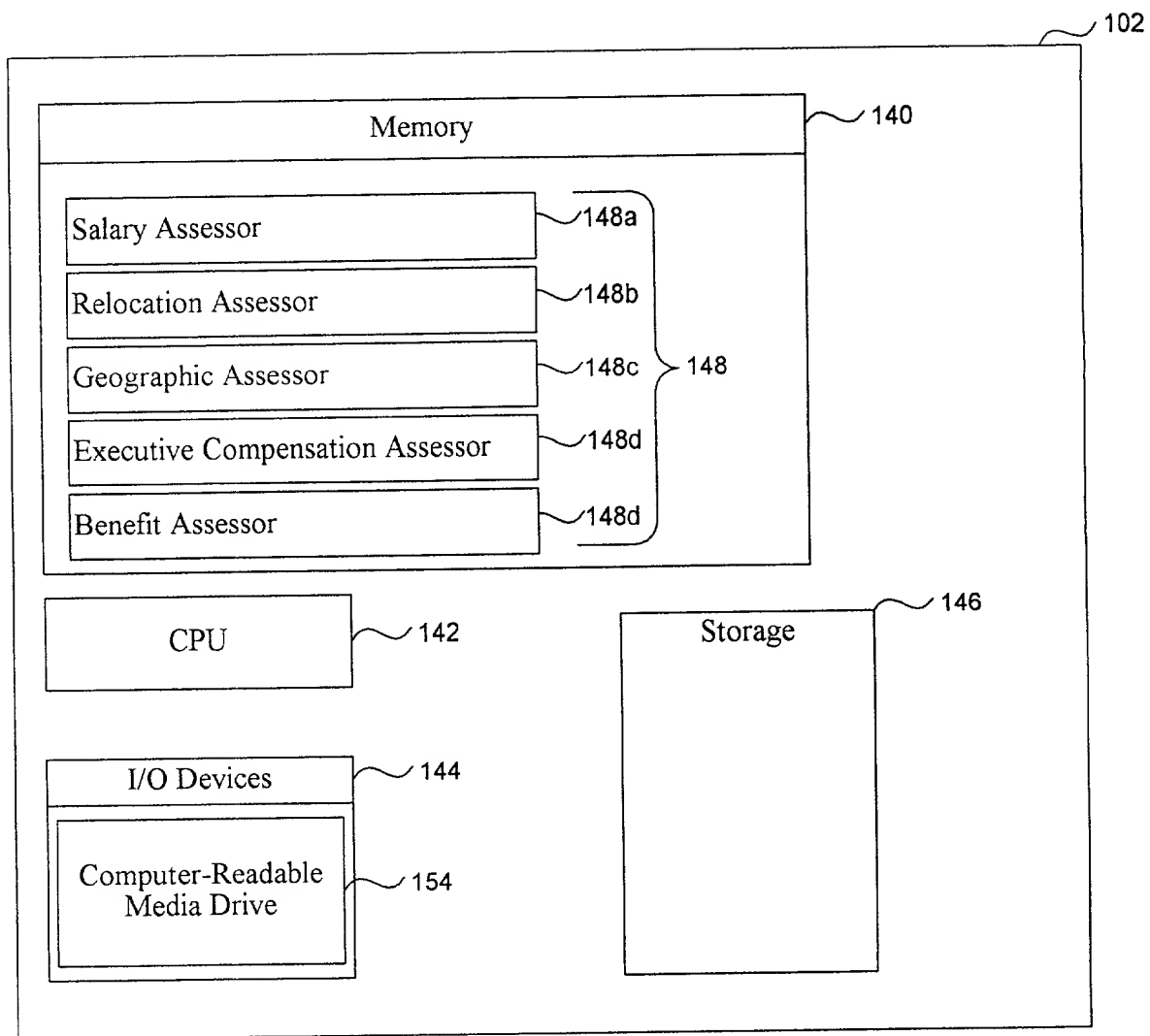
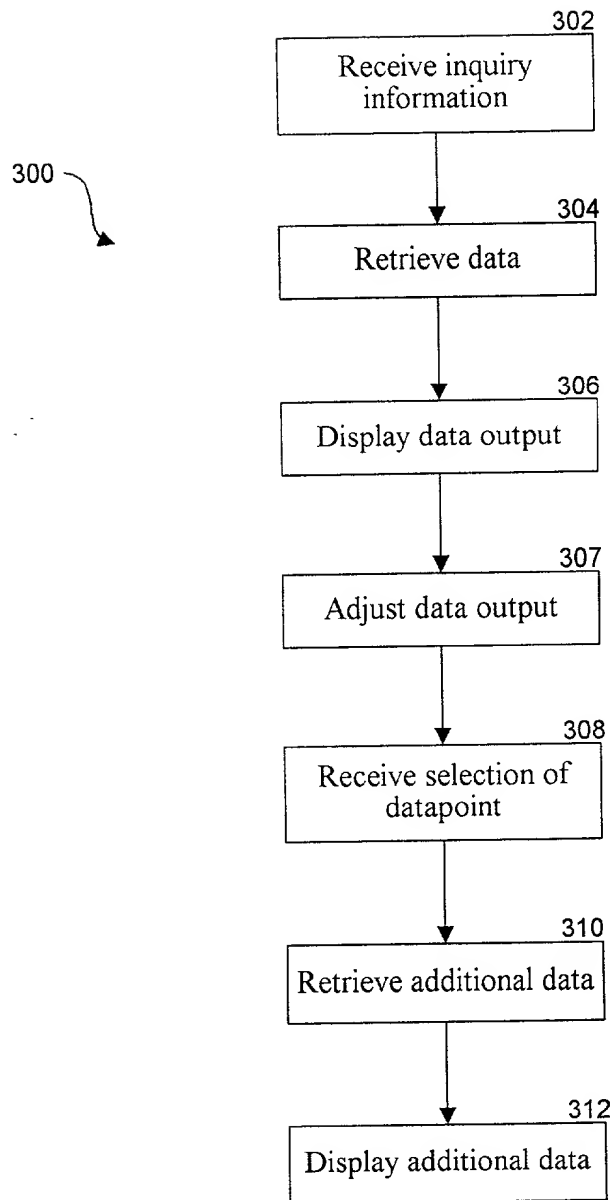


**Fig. 1**



**Fig. 2**



***Fig. 3***



**ECONOMIC  
RESEARCH  
INSTITUTE**

## Executive Compensation Assessor

Licensed to: **ERI Example**  
Subscription Expires: **12/31/2001**

Account #: **018437**  
LAN Users: **1**

Data as of: **April 1, 2001**

Data expires: **September 30, 2001**

Loading 319 position titles. Please wait.

copyright © 2001

**ERI Economic Research Institute**

400

F.g 4A

408

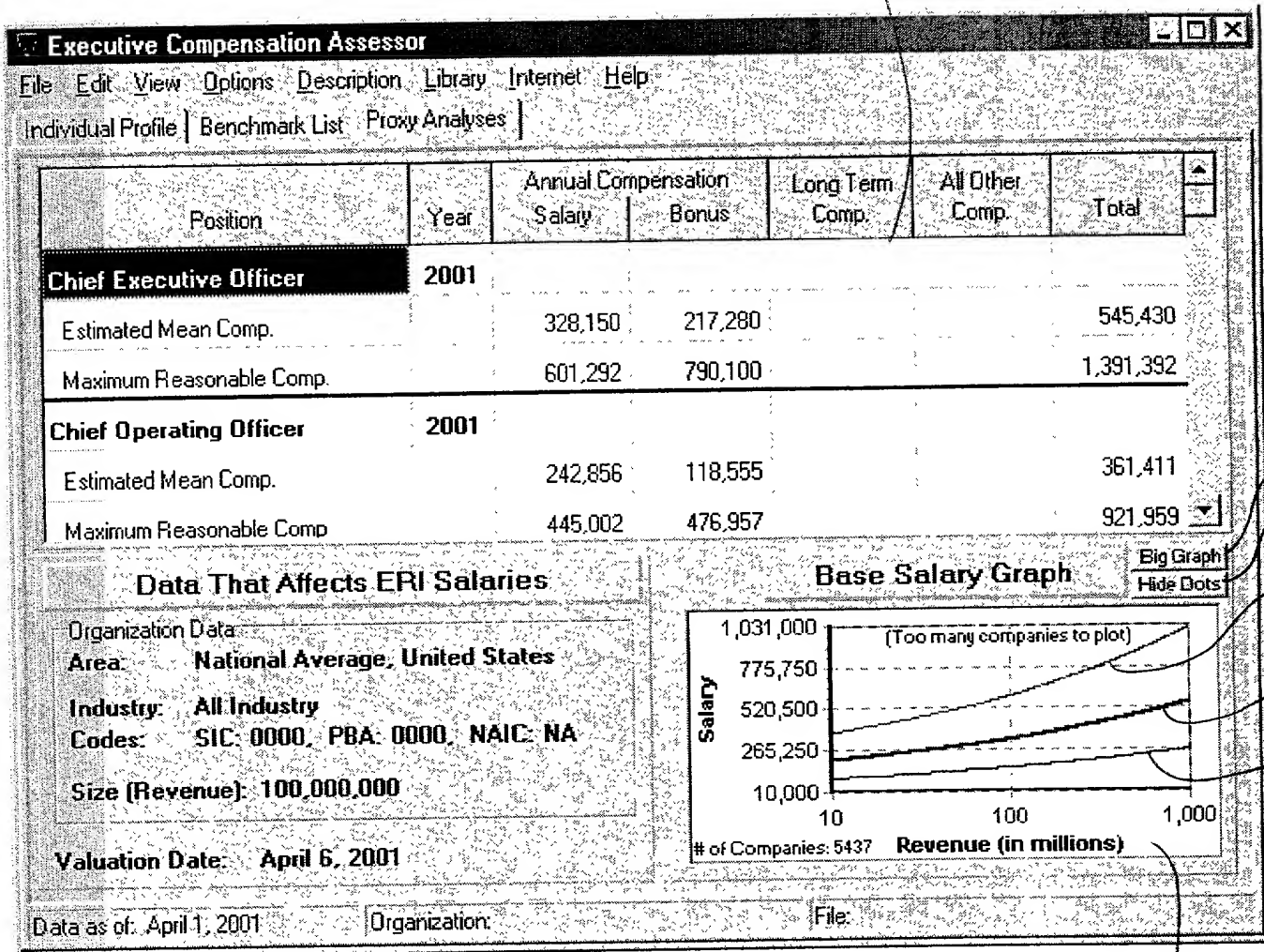


Fig. 4B

**Salary Adjustments** [?] [X]

Organization Data

Name: [ ] 412

Location (city): [National Average, United States] [Browse]

☒ Use the Geographic Assessor's Area Database of 5800+ Cities [Averages]

Industry

SIC Code: [7374] PBA Code: [0000] NAIC: [NA] } [Browse]

Description: [All Industry] } 414

Revenue: [100,000,000] ~ 416

Salary Planning Date: [4/ 6/01] [Adjustments]

Disk Operations

[Load] [Save] [OK] [Cancel]

Fig. 4C

# Executive Compensation Assessor

File Edit View Options Description Library Internet Help

Individual Profile | Benchmark List | Proxy Analyses

Position	Year	Annual Compensation Salary	Bonus	Long Term Comp.	All Other Comp.	Total
<b>Chief Executive Officer</b>	<b>2001</b>					
Estimated Mean Comp.		341,767	208,127			549,894
Maximum Reasonable Comp.		631,746	787,530			1,419,276
<b>Chief Operating Officer</b>	<b>2001</b>					
Estimated Mean Comp.		252,722	117,271			369,993
Maximum Reasonable Comp.		446,398	451,945			898,343

## Data That Affects ERI Salaries

Organization Data

Area: National Average, United States

Industry: Data Processing And Preparation

Codes: SIC: 7374, PBA: 7379, NAIC: 51421

Size (Revenue): 100,000,000

Valuation Date: April 6, 2001

Data as of: April 1, 2001

Organization:

## Base Salary Graph

Big Graph  
Hide Dots

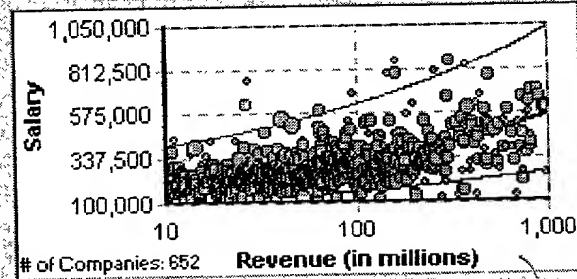


Fig. 4D

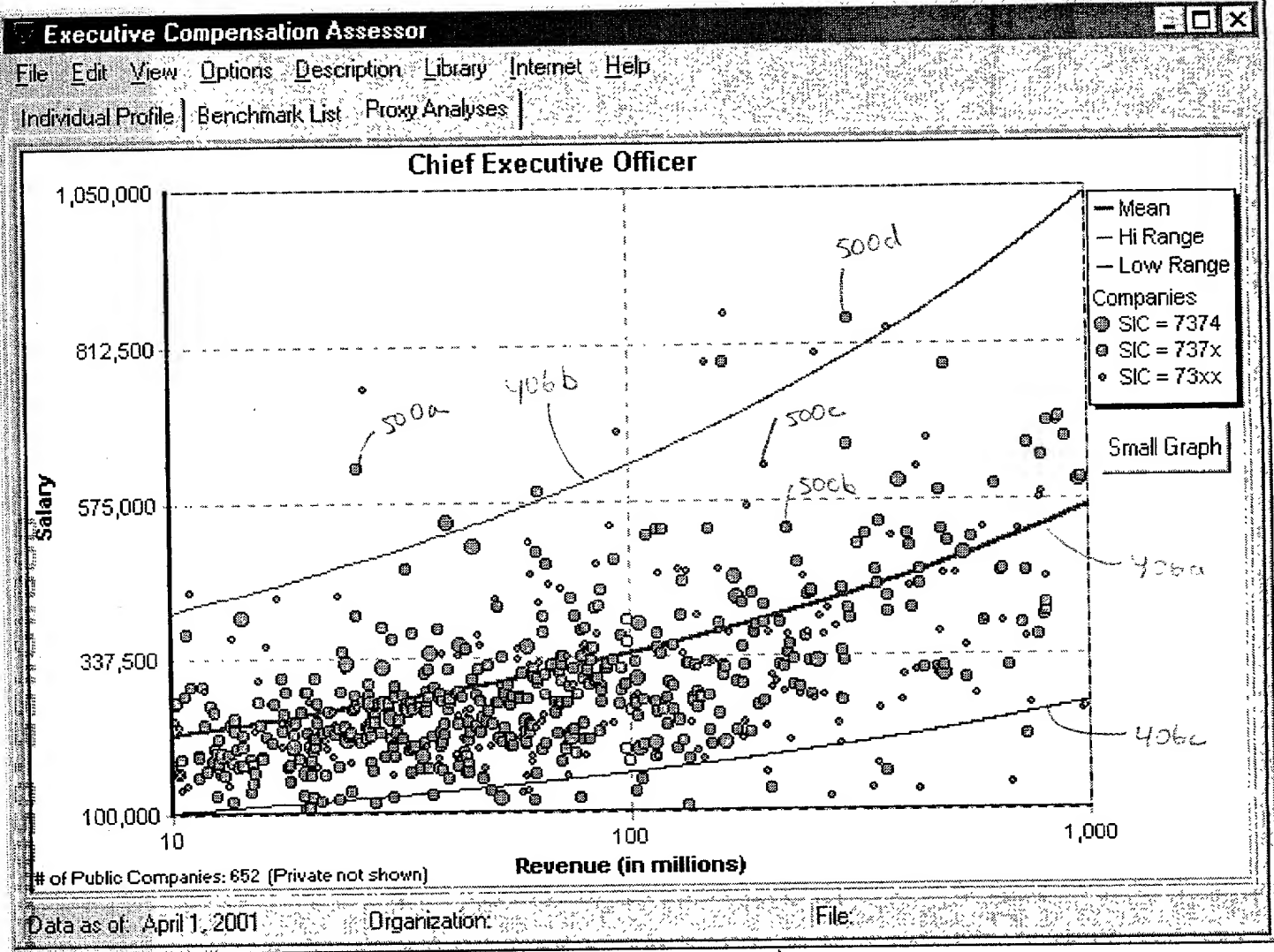


Fig 5A



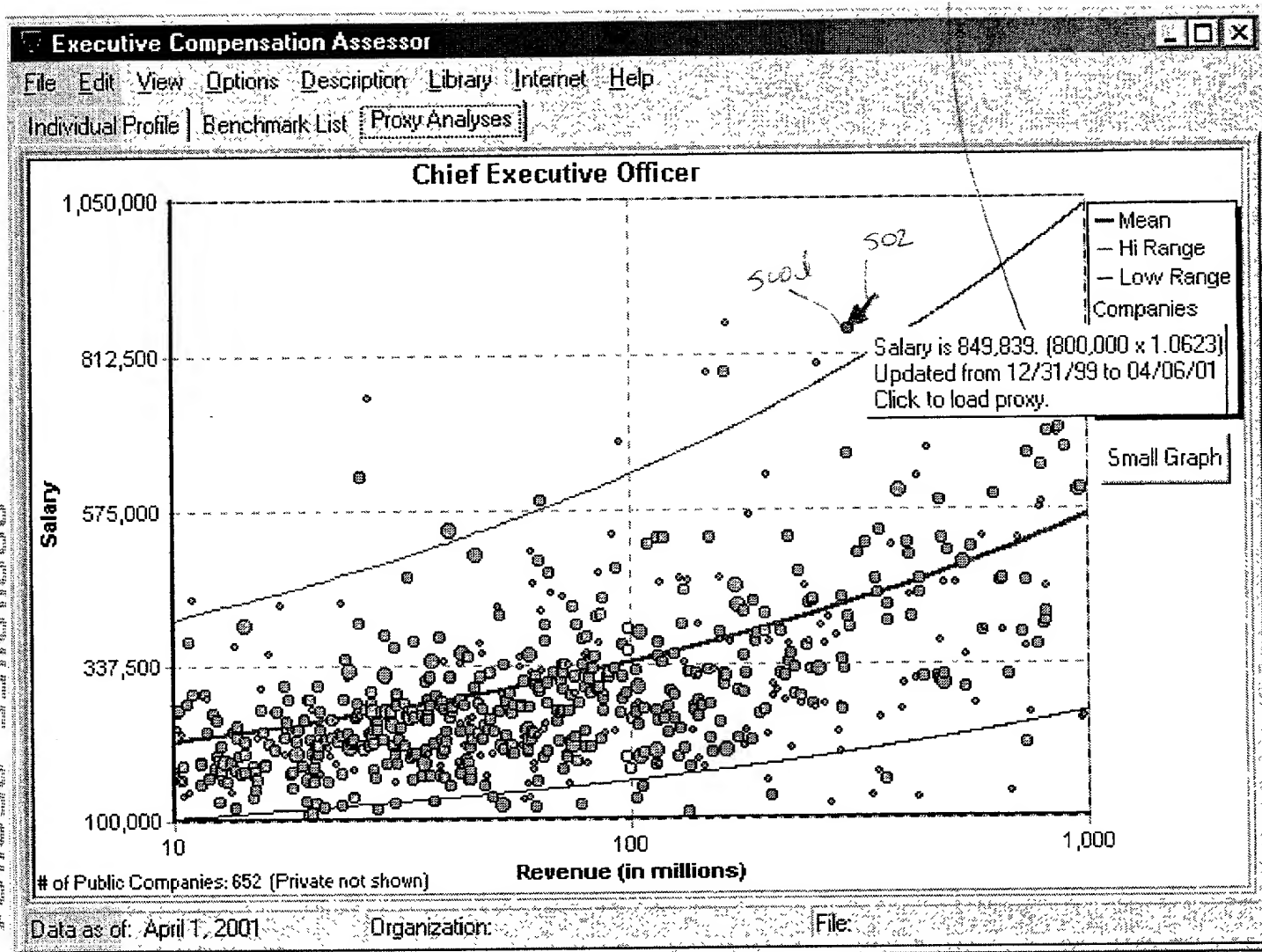


Fig. SB

512 510 513

**Comparable Companies**

Select | Axent Technologies Inc | Deltek Systems Inc | Hte Inc | Mercator Software Inc | Visio Corp | Graph Point |

Load Full Proxy | Load Full 10-K | ☒ Load Comp Table | Search Text | Print | Save As | Copy

**AVANT CORP** [www.ava.it.com](http://www.ava.it.com)

46871 BAYSIDE PRWY  
FREMONT, CA 94538

Ticker: AVNT  
SIC: 7372

Revenue (000\$): 303,620  
Assets (000\$): 435,527

HISTORIC SUMMARY COMPENSATION TABLE - Record Date: 05/16/2000

SUMMARY COMPENSATION TABLE

505

506

Fig SC

# Download 10-Ks from Internet



www.eri.net/clients/?id=0000000

Complimentary Access For Assessor Subscribers

Available 10-Ks

Check a 10-K Year And Then Press The Download Button

<input type="checkbox"/>	1997
<input type="checkbox"/>	1998
<input type="checkbox"/>	1999
<input type="checkbox"/>	2000

~ 516

Download

X Cancel

List success

Fig 5L

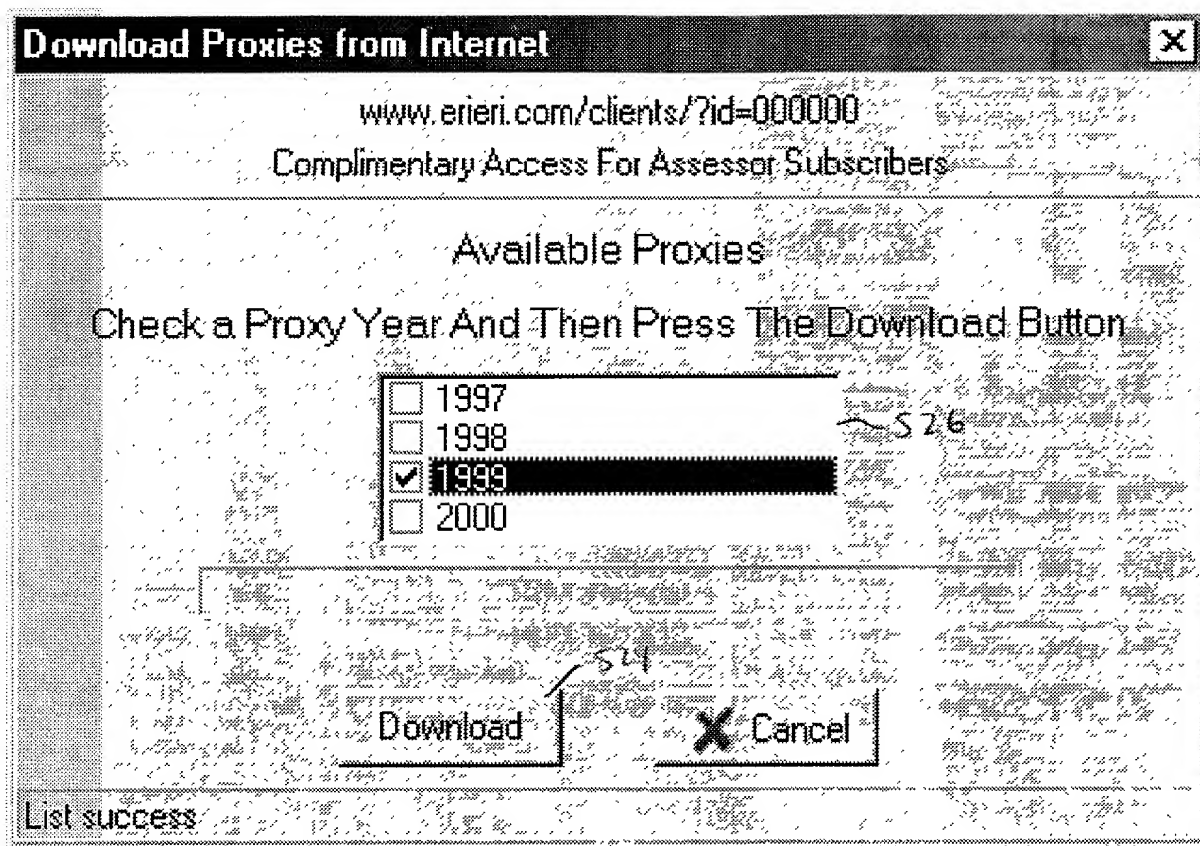
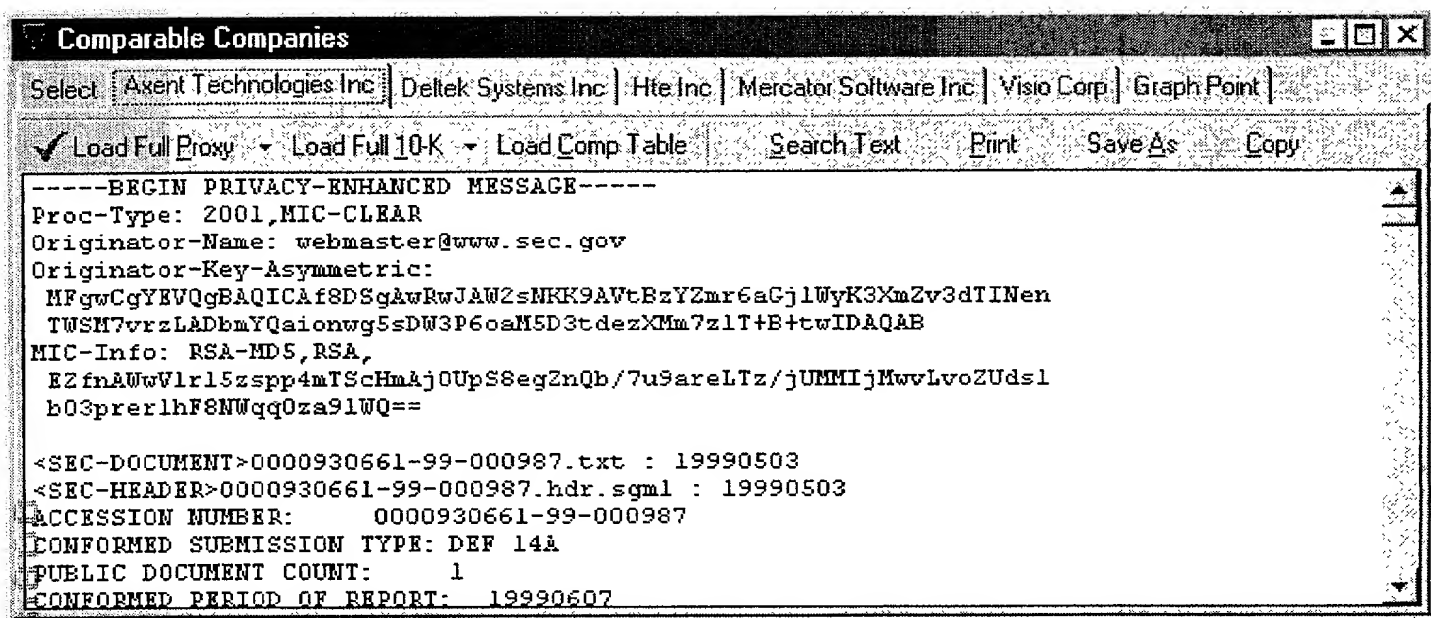


Fig SE



526

Fig SF

510

### Comparable Companies

Select: 3Do Co | Hall Kinion & Associates Inc | Qad Inc | Qrs Corp | Tyler Technologies Inc

Select Comparable Companies (maximum of five)

- ☒ 4FRONT TECHNOLOGIES INC
- ☐ ARIS CORP/
- ☐ BARRA INC /CA
- ☐ BRC HOLDINGS INC
- ☐ CLARIFY INC
- ☐ COHR INC
- ☐ COMPUTER LANGUAGE RESEARCH INC
- ☐ DAOU SYSTEMS INC
- ☐ DATA DIMENSIONS INC
- ☐ DATA PROCESSING RESOURCES CORP
- ☐ DATAWORKS CORP
- ☐ DENALI INC
- ☒ HNC SOFTWARE INC/DE
- ☐ HYPERCOM CORP
- ☐ INTEGRATED SYSTEMS INC
- ☐ JDA SOFTWARE GROUP INC
- ☐ LEGATO SYSTEMS INC
- ☐ MACROMEDIA INC
- ☐ MSC SOFTWARE CORP
- ☐ PEREGRINE SYSTEMS INC
- ☐ PORTAL SOFTWARE INC
- ☐ PROBUSINESS SERVICES INC
- ☒ SIEBEL SYSTEMS INC
- ☐ SUNQUEST INFORMATION SYSTEMS I
- ☐ TICKETMASTER ONLINE CITYSEARCH
- ☐ TIER TECHNOLOGIES INC
- ☒ VANTIVE CORP
- ☐ VIASOFT INC /DE/
- ☐ WALL DATA INC

Revenue/SIC | Text

Select from companies with:

- a revenue between \$100,000,000 and \$150,000,000

- the first 2 digits of the SIC code equal to 7374

- ZIP Code between and including 70000 and 99999

☒ Select the five closest matches

Highlighted Comparable:

Clear All | Retrieve Full Proxy | Retrieve Full 10-K

538

510

512

534

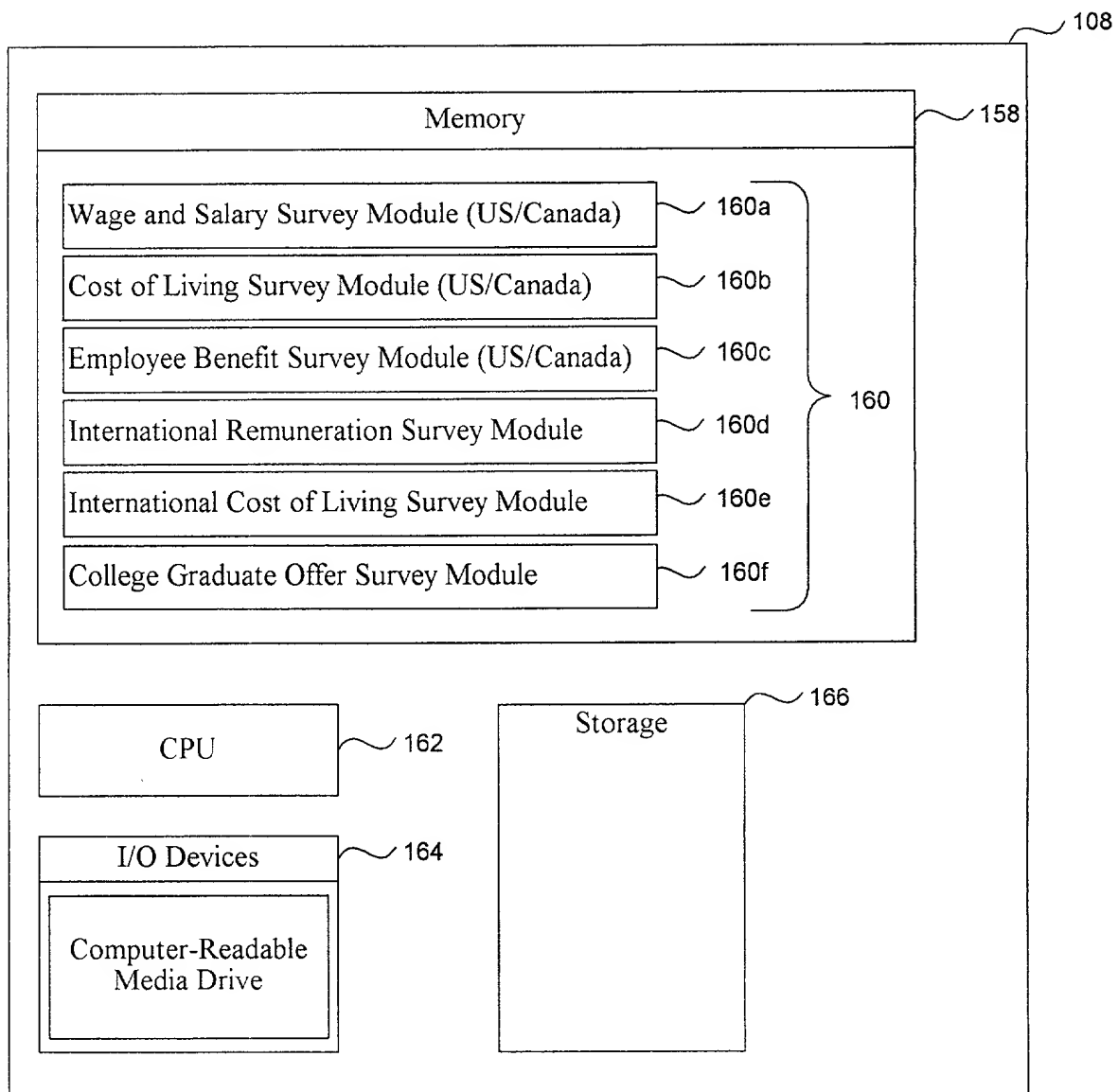
544

546

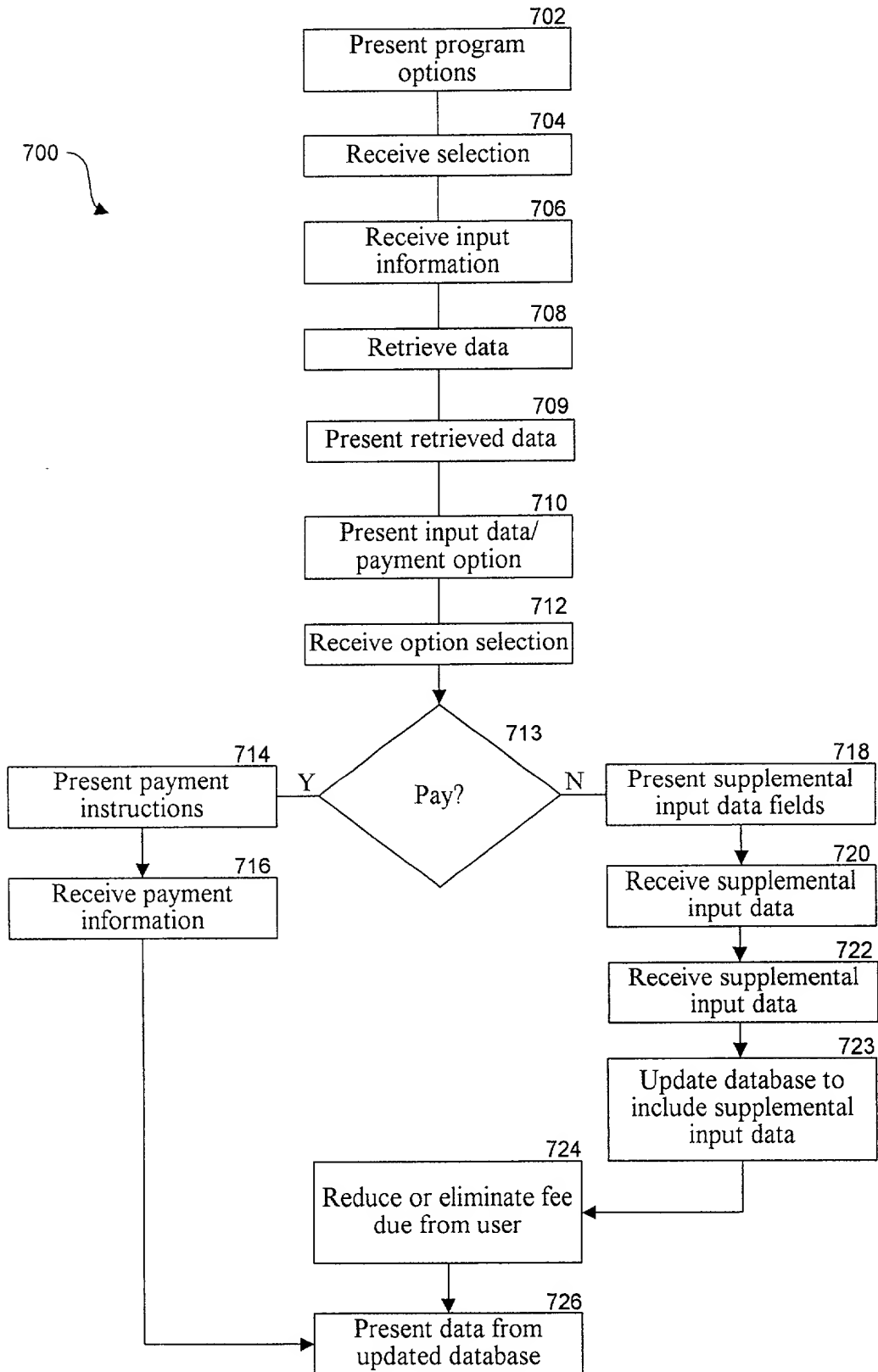
536

~532

Fig 5G



**Fig. 6**



**Fig. 7**



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## U.S./Canada Wage & Salary Report

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee  
Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

**Reduce  
Cost  
Input  
Data**

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

**Price ..... US \$18.00****QuickZip**

Enter a postal code now to jump to Step 4!

[Example Report](#) [Methodology](#)**Select your area/position.** (Wait for the screen to refresh itself after each selection.)**Step 1. Country**

United States

**Step 2. State/Province**

--Select a state/province--

**Step 3. City in Survey Area**

--Select a city--

**Step 4. Position**

--Select a position--

**Description - No Position Selected**

Alternate Titles

**Add to Cart**

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Patent Pending.  
This site requires the use of Microsoft Internet Explorer 4.x or above.

Fig 8A



## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

Reduce  
Costs  
Input  
Data

# U.S./Canada Wage & Salary Survey Report

## Search Results:

**Position Title:**

**Requested City:**

**Salary Survey Median:**

**Survey/Source Name:**

**Survey Publisher:**

**Survey Publication Date:**

**Latest Data Collection Date:**

**Population:**

**Number of Organizations:**

**Salary Survey Area:**

Lan Administrator

Austin, Texas United States

Austin-San Marcos, TX MSA

63,303 UNITED STATES DOLLARS

SalariesReview U.S./Canada Internet Based Salary Survey

SalariesReview.com

30-Mar-2000

01-Jan-2000

49

34

Location: Austin, TEXAS, UNITED STATES

Area: AUSTIN-SAN MARCOS, TX MSA

Counties: BASTROP; CALDWELL; HAYS; TRAVIS;

WILLIAMSON

## Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

## Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 8B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

### Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:  
Geographic Reference Report or Salary Assessor
- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

Report Date: 30-Mar-2000

Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

Fig. 8C

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## U.S./Canada Wage & Salary Survey Questionnaire

### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

### Select Survey Area

**Quick Zip****Go** Enter postal code to jump to Step 4!

#### Step 1. Country

United States **Go**

#### Step 2. State/Province

--Select a state/province-- **Go**

#### Step 3. City in Survey Area

--Select a city-- **Go**

#### Step 4. Position

--Select a position-- **Go**

### Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

Fill in the following information ... (In this country's currency).

#### Step 5. Your Email Address

#### Step 6. Enter years of experience in the job and annual salary.

Data should be that paid to an in-country national for the above position in the currency of the country.

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

#### In-country currency

UNITED STATES  
DOLLARS0 **Go** 828**Go** 830**Go** 832**Submit Data**An ERI Economic Research Institute E-Commerce Site  
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Patent Pending

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Fig. 82

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## U.S./Canada Cost-of-Living Report

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

Reduce  
Cost -  
Input  
Data

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.

Price ..... US \$18.00

[QuickZip](#)

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States



Step 2. State/Province

--Select a state/province--



Step 3. City in Survey Area

--Select a city--



Add to Cart



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Fig 9A



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RESEARCH

## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

# U.S./Canada Cost of Living Survey Report

## Search Results:

**Search Request:** NANAIMO, BRITISH COLUMBIA CANADA  
**Survey/Source Name:** SalariesReview International Cost-of-Living Internet Based Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Cost-of-Living Survey Area:** NANAIMO, CANADA  
 ERI OES AREA

902

**Table 1**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		
	U.S. DOLLARS	CANADIAN DOLLARS	# of Observations
<b>For the Traveler - Temporarily Stationed Employee</b>			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	79	114	1
2. Hotel room - DAILY rate for average room - twin bed.	61	89	1
<b>Taxes -</b>			
3. Sales or Value-Added tax rate on Consumables.	5	7	1
4. Residence (owned) property tax/mill rates (/1000).	1	1	1

Fig. 9B



Complete methodology for this report can be found at  
"[www.salarreview.com/surveys/methodology2.cfm](http://www.salarreview.com/surveys/methodology2.cfm)" or by clicking the Methodology link above.

## Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Report Date: 22-Feb-2000  
End of Report



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Fig. 9D

906



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### U.S./Canada Cost-of-Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

#### Select Survey Area



Enter postal code to jump to Step 4!

#### Step 1. Country

#### Step 2. State/Province

#### Step 3. City in Survey Area

#### Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

Fill in the following information ... (In this country's currency).

#### Step 4. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

In-country currency  
UNITED STATES  
DOLLARS

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.
- Total MONTHLY premium for median cost family HMO


Fig. 9E

910  
→

13. (or equivalent coverage ie., any National Plan).
14. Sales or Value-Added tax rate on Consumables.
15. Residence (owned) property tax/mill rates (/1000).
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
17. ANNUAL auto insurance as a % of auto value.
18. ANNUAL auto registration plus fees as a % of auto value.


**Submit Data**



---

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[OurStory](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

## U.S./Canada Employee Benefit Report

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

**Reduces  
Cost-  
Input  
Data**

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

Price ..... US \$18.00

[QuickZip](#)

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

**Select a survey area.** (Wait for the screen to refresh itself after each selection.)

**Step 1. Country**

United States

**Step 2. State/Province**

--Select a state/province--

**Step 3. City in Survey Area**

--Select a city--

**Add to Cart**

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Patent Pending.

This site requires the use of Microsoft Internet Explorer 4.x or above.

Fig. 10A



**ECONOMIC  
RESEARCH  
INSTITUTE**

## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

# ERI Employee Benefits Survey Report

**Search Request:** Atlanta, Georgia United States Atlanta, GA MSA  
**Survey/Source Name:** SalariesReview U.S./Canada Internet Based Employee Benefits Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 15-Mar-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Number of Employees:** 11397  
**Number of Organizations:** 29  
**Employee Benefits Survey Area:** ATLANTA, GEORGIA, UNITED STATES  
 ATLANTA, GA MSA  
**Major Industry Represented:** All Industry

## Category

### Employee's Monthly Contribution

Type of Plan	Single	Family
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)

### Employer Monthly Medical and Dental Benefit Cost

Type of Plan	Single	Family
Managed Care	165.05	455.35
Traditional	180.05	489.12

Fig. 10B

1004

Dental 57.32  
No Coverage 20.69 %

Payments for Time Not Worked		Number of Days			Carried Over
Years of Service	1	5	10	20	
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

### Other Benefits Offered to Employees

Organizations Offering Benefits	
Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(K)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

### Professional Service Costs

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

Report Date: 15-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

Fig 10C

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

## Employee Benefit Survey Questionnaire

1006  
↓

### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (In this country's currency).

I. Enter Your Email Address

\*These are mandatory fields You must enter information in these fields in order to submit your data.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 0% Complete

← 1007

II. Enter the zip/postal code in which you have most of your employees.

III. Company Size (Number of employees eligible for medical coverage)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500 +

Continue ...

### Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

F-7.102

F. 9 10 E

20% Complete

IV. Check the industry for which you are providing data (more than one may be checked)

**All Industry**

☐ 9999 ALL INDUSTRY

**Agriculture, Forestry, Fishing & Mining**

☐ 100 AGRICULTURE, FORESTRY, AND FISHING

☐ 1000 MINING

☐ 1200 COAL MINING

☐ 1300 OIL AND GAS EXTRACTION

☐ 1400 NONMETALLIC MINERALS, EXCEPT FUELS

**Construction**

☐ 1599 CONSTRUCTION

☐ 1600 HEAVY CONSTRUCTION, EX. BUILDING

**Manufacturing**

☐ 2000 MANUFACTURING

☐ 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

☐ 2200 TEXTILE MILL PRODUCTS

☐ 2300 APPAREL AND OTHER TEXTILE PRODUCTS

☐ 2500 FURNITURE AND FIXTURES

☐ 2600 PAPER AND ALLIED PRODUCTS

☐ 2700 PRINTING AND PUBLISHING

☐ 2815 CHEMICALS AND ALLIED PRODUCTS

☐ 2830 DRUGS, MEDICINALS AND BOTANICALS

☐ 2900 PETROLEUM AND COAL PRODUCTS

☐ 3000 RUBBER AND MISC. PLASTICS PRODUCTS

☐ 3100 LEATHER AND LEATHER PRODUCTS

☐ 3200 STONE, CLAY, AND GLASS PRODUCTS

☐ 3300 PRIMARY METAL INDUSTRIES

☐ 3400 FABRICATED METAL PRODUCTS

☐ 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

[illegible]

- 1010

4

- ## Wholesale Trade

- ## Retail Trade

- ## Finance

- ## Services

- ☐ 7000 SERVICES
- ☐ 7371 COMPUTER SOFTWARE PREPACKAGED
- ☐ 7379 COMPUTER AND DATA PROCESSING SERVICES
- ☐ 7389 BUSINESS SERVICES



7800 MOTION PICTURES

☐ 7900 AMUSEMENT & RECREATION SERVICES

☐ 8015 HEALTH SERVICES

☐ 8050 HOSPITALS

☐ 8200 MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS

☐ 8200 EDUCATIONAL SERVICES

☐ 8600 NONPROFIT ORGANIZATIONS

☐ 8710 ENGINEERING & MANAGEMENT SERVICES

☐ 8980 LEGAL SERVICES

**Government**

☐ 9000 PUBLIC ADMINISTRATION

1012

Continue . . .

Fig. 109

1012

V. Employee's Monthly Contribution			
	Single	Family	Not Known
Managed Care (HMO/ National or State Plan)	6	9	<input type="checkbox"/> 12
PPO, Indemnity	7	10	
Dental	8	11	<input type="checkbox"/> 13

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)			
	Single	Family	No Coverage
Managed Care (HMO)	45	48	<input type="checkbox"/> 51
Traditional (PPO, Indemnity)	46	49	
Dental	47	50	<input type="checkbox"/> 52

VII. Payments For Time Not Worked?						
Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service						
Vacation	29	30	31	32	27	<input type="checkbox"/> 33
Sick Leave	34	35	36	37	28	<input type="checkbox"/> 38
Holidays	39					<input type="checkbox"/> 40
Personal Leave	41					<input type="checkbox"/> 42

VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14 <input type="checkbox"/> Supplemental Life Insurance 15 <input type="checkbox"/> Vision 16 <input type="checkbox"/> Long Term Disability 17 <input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19 <input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20 <input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21 <input type="checkbox"/> Employee Assistance Plan 22 <input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23 <input type="checkbox"/> Retirement Profit Sharing 401(k) 24 <input type="checkbox"/> Retirement-ESOP 25 <input type="checkbox"/> Long Term Care 26

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	54	<input type="checkbox"/> 53
Cost of visit to doctor's office (Patient examination) before insurance	55	
Cost of visit to dentist's office (Routine examination) before insurance	56	

Fig. 104

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

## International Remuneration Report

Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.

Price ..... **US \$18.00**

[Example Report](#) [Methodology](#)

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



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**Select a area/position.** (Wait for the screen to refresh itself after each selection.)

**Step 1. Country**

--Select a country--

**Step 2. City in Survey Area**

--Select a city--

**Step 3. Position**

--Select a position--

**Description - No Position Selected**

Alternate Titles

**Add to Cart**

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F... 13



## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



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# International Remuneration Survey Report

## Search Results:

**Position Title:**

**Requested City:**

**Salary Survey Median:**

**Survey/Source Name:**

**Survey Publisher:**

**Survey Publication Date:**

**Latest Data Collection Date:**

**Population:**

**Number of Organizations:**

**Salary Survey Area:**

General Clerk

TAMPERE, FINLAND

101,351 MARKKAA (FINNMARK)

SalariesReview International Internet Based Salary Survey

SalariesReview.com

22-Feb-2000

01-Jan-2000

10

5

TAMPERE, FINLAND

## Alternate Titles

General Clerk; Office Clerk; Clerk General

## Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

Fig. 11B

[illegible]

Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0

Country of Origin Currency: *MARKKAA (FINNMARK)*

Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	73,986	101,351	124,662	0

Exchange Rate = 6.03 MARKKAA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

\_\_\_\_\_

Complete methodology for this report can be found at

100

- ### International Reference Report or

- ### Relocation Assessor

Country-of-origin values based on exchange rates effective 04-Jan-2000

## End of Report



Fig. 11C

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### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

### Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

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Affinity Program Provider

### International Remuneration Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

**Step 1. Country** **Step 2. City in Survey Area** **Step 3. Position**

Fill in the following information ... (In this country's currency).

**Step 4. Your Email Address**

**Step 5. Enter years of experience in the job and annual salary.**  
Data should be that paid to an in-country national for the above position in the currency of the country.

**In-country currency**

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

**Submit Data**

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F. 112

[OurStory](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

## International Cost-of-Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.  
Price ..... US \$18.00

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)[CPAs click here!](#)[Affinity Program Provider](#)

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Data

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

--Select a country--

Step 2. City in Survey Area

--Select a city--

Add to Cart

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Fig 12A



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## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

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Affinity Program Provider

# International Cost of Living Survey Report

## Search Results:

**Search Request:** VICTORIA, HONG KONG  
**Survey/Source Name:** SalariesReview International Cost-of-Living Internet Based Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Cost-of-Living Survey Area:** VICTORIA, HONG KONG

## Table 1

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		# of Observations
	U.S. DOLLARS	HONG KONG DOLLARS	

### For the Traveler - Temporarily Stationed Employee

1. DAILY amount for meals and incidental expenses for the traveling businessperson.	161	1,256	1
2. Hotel room - DAILY rate for average room - twin bed.	345	2,683	1

Fig 12B



**Taxes -**

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

**Consumables - Temporarily Stationed Employee**

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

**Housing - Long Term Stationed Employee**

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

**Services - Long Term Stationed Employee**

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

**Transportation - Long Term Stationed Employee**

Fig 12c

1204

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	2	19	1
17. ANNUAL auto insurance as a % of auto value.	1	6	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	1	1

#### Cost-of-Living Comparison - Long Term Stationed Employee

19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

#### Methodology/Description

Complete methodology for this report can be found at

"[www.salariesreview.com/surveys/methodology4.cfm](http://www.salariesreview.com/surveys/methodology4.cfm)" or by clicking the Methodology link above.

#### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

[International Reference Report](#) or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

[Relocation Assessor](#)

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

Fig 12 D

1206



### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)
[College Graduate Offer](#)

### International Cost-of-Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

##### Step 1. Country

##### Step 2. City in Survey Area

Fill in the following information ... (In this country's currency).

##### Step 3. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

#### In-country currency

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.


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Affinity Program Provider

1208

FILE

- 1210
13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).
  14. Sales or Value-Added tax rate on Consumables.
  15. Residence (owned) property tax/mill rates (/1000).
  16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
  17. ANNUAL auto insurance as a % of auto value.
  18. ANNUAL auto registration plus fees as a % of auto value.


**Submit Data**



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ERI 1210

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## College Graduate Offer Report

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and International locations. (Data is gathered for 2,750 international and 2,350 U.S. colleges and universities.)

Price ..... **US \$18.00**

### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)[QuickZip](#)

Enter a postal code now to jump to Step 4! (U.S. and Canada only)

[Example Report](#) [Methodology](#)

**Enter degree and employment area.** (Wait for the screen to refresh itself after each selection.)

**Step 1. Country of Employment Offer**



**Step 2. Equivalent Degree**



Affects diciplines available

**Step 3. Discipline**



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## Available Surveys

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[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

CPAs click here!



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# U.S./Canada Wage & Salary Survey Report

## Search Results:

**Position Title:** Lan Administrator  
**Requested City:** Austin, Texas United States  
 Austin-San Marcos, TX MSA  
**Salary Survey Median:** 63,303 UNITED STATES DOLLARS  
**Survey/Source Name:** SalariesReview U.S./Canada Internet Based Salary Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 30-Mar-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Population:** 49  
**Number of Organizations:** 34  
**Salary Survey Area:** Location: Austin, TEXAS, UNITED STATES  
 Area: AUSTIN-SAN MARCOS, TX MSA  
 Counties: BASTROP; CALDWELL; HAYS; TRAVIS;  
 WILLIAMSON

## Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

## Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig 13B

[illegible]

### Table 1

**Currency: U.S. DOLLARS**

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 10 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

## **Methodology/Disclaimer**

Complete methodology for this report can be found at ["www.salariesreview.com/surveys/methodology1.cfm"](http://www.salariesreview.com/surveys/methodology1.cfm) or by clicking the Methodology link above.

## Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by [SalariesReview.com](https://salariesreview.com)), along with demographic, cost of living, and other data affecting employment, see the:  
  

Geographic Reference Report or
- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including [SalariesReview.com](https://SalariesReview.com), see the:  

Salary Assessor

Report Date: 30-Mar-2000

Country-of-origin values based on exchange rates effective 28-Jan-2000  
Report Date: 30-Mar-2000

## End of Report

Fig 13C

1403a      1403b

**Geographic Assessor**

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis |

Change Area 1402a 1402b **Dental Hygienist** 1402c

DOT: 078.361-010  
SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method |

Crosswalk - Geographic Assessor to OES  
Actual Extract from the Occupational Employment Statistics (ETA/BLS)      Data as of 10/12/98 - 10/01/99  
for use in Calendar Year 2001

SEATTLE-BELLEVUE-EVERETT, WA PMSA  
OES Title: Dental Hygienists

Area Code	SOC Code	Level	Overall Mean	Level I Mean Beginning	Level II Mean Fully Competent
537600	292021	1	67,787	64,709	69,326

(Level: 1 = MSA, PMSA, or Balance of State Area; 2 = Contiguous Areas; 3 = Statewide; 4 = U.S. nationwide. Overall Mean is not usable for certification purposes per GA Letter 2-98; Level I Mean is weighed average of 1<sup>st</sup> 1/3rd of survey sample. Level II Mean is weighed average of remaining 2/3rds ("works with indirect supervision").

Data as of: April 01, 2001      File:

1400

Fig. 11A



Geographic Assessor			
File Edit View Library Internet Help			
Two City Comparison   Graphs   Comparison List   Immigration Analysis			
Change Area	Dental Hygienist		DOT: 078.361-010 SOC: 292021 NOC: 3222
DES Data   Census Data   SOC Description   DOT Description   Survey Comparison   Method			
Survey Position Title:		Dental Hygienist	Search
<input checked="" type="checkbox"/> Retrieve Latest SalariesReview Salary Median Estimate (free)	Submit		
<input type="checkbox"/> Retrieve Watson Wyatt Salary Survey (for fee)	Cancel		
Review Survey Report Page			
Weighted Average:	0	ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.	
Survey/Source Name:			
Survey Publisher:			
Survey Publication Date:	1/ 1/00	ERI's Projected Median, based on time-series analyses of multiple data sources projecting real time data indicates a projected median less than	
Survey Data Effective Date:	1/ 1/00		
Data as of: April 01, 2001		File:	

1404

Fig 11B

# Geographic Assessor

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area

Dental Hygienist

DOT: 078.361-010

SOC: 292021 NOC: 3222

DES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Survey Position Title:

Dental Hygienist

Search

☒ Retrieve Latest Salaries Review  
Salary Median Estimate (free)

Submit

Disconnected  
Verifying data.  
Data verified.

☐ Retrieve Watson Wyatt Salary  
Survey (for fee)

[Review Survey Report Page](#)

Salary Survey Median:

52,340

1406  
ERI Salary Assessor's consensus projected mean  
derived from multiple surveys is not appropriate.

Survey/Source Name:

ERI U.S./Canada Internet Based Salary Survey

Survey Publisher:

ERI Economic Research Institute

Survey Publication Date:

4/ 6/01

Survey Data Effective Date:

4/ 1/01

Number of Employees:

1,561

Number of Organizations:

612

Survey Page Number:

4,026

Employer Location:

Seattle, Washington

Salary Survey Area:

Island; King; Snohomish

OES Area:

SEATTLE-BELLEVUE-EVERETT, WA PMSA

Survey Position Description:

Dental Hygienist

Data as of: April 01, 2001

File

F.g.11C

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Address http://www.salaryreview.com/?id=0018437&company=ERI%20E&sample=W4&statecode=53&countycode=33&jobnum=078361010

## U.S./Canada Wage & Salary Survey Report

---

### Search Request:

**Dental Hygienist**  
Seattle, Washington United States  
Seattle-Bellevue-Everett, WA PMSA

Data Effective: 01-Apr-2001

---

### Search Results:

<b>Survey Position Title</b>	<b>Dental Hygienist</b>
<b>Salary Survey Median:</b>	<b>US\$ 52,340</b>
<b>Survey/Source Name</b>	ERI U S /Canada Internet Based Salary Survey
<b>Survey Publisher</b>	ERI Economic Research Institute
<b>Survey Publication Date</b>	06-Apr-2001
<b>Latest Data Collection Date</b>	01-Apr-2001
<b>Number of Employees</b>	1,561
<b>Number of Organizations</b>	612
<b>Salary Survey Area</b>	Seattle Seattle-Bellevue-Everett, WA PMSA

**Alternate Titles**  
Medical Dental Hygienist

**Survey Position Description**  
Performs dental prophylaxis. Cleans calcareous deposits, accretions, and stains from teeth and beneath margins of gums, using dental instruments. Feels lymph nodes under patient's chin to detect swelling or tenderness that could indicate presence of oral cancer. Feels and visually examines gums for sores and signs of disease. Examines gums, using probes, to locate periodontal recessed gums.

Done Internet

1408

Fig. 14D